

**EEO PUBLIC FILE REPORT
FOR**

**STATION WLNS
LANSING, MI**

This EEO Public File Report
Covers the period of
June 1, 2004 to May 23, 2005

(Amended June 3, 2005)

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of June 1, 2004 to May 23, 2005, the station filled the following full-time vacancies:

Chief Meteorologist
News Producer
Producer: Creative Services
Videographer
Account Executive
Reporter
Account Executive
Meteorologist¹
Morning Anchor/Reporter
Research/Sales Promotion Coordinator²
Account Executive
Technical Director/Chyron Operator
Account Executive
Sales Assistant
Traffic Assistant
Reporter
Reporter
Reporter

The station interviewed a total of 56 people for full-time vacancies filled under the FCC guidelines during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WLNS (Internal Posting)	26
WLNS (Website Posting)	10
TVJobs.com	2
Lansing Community College	2
Michigan Association of Broadcasters	3
South Central Michigan Works	2

¹ Due to "Exigent Circumstances" this position was not posted.

² Unposted due to newly created position with internal promotion.

Other (Call-In)	2
Other (Magid Consultant)	1
Other (Central Michigan University Job Fair)	2
Other (NRS Rep Referral)	1
Other (Walk-in)	5

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Chief Meteorologist

Recruitment Source That Referred the Hiree:

TVJobs.com

Date Vacancy Opened: 02/12/04

Referred the Hiree:

Total Number of Persons Interviewed for the

Date Vacancy Filled: 06/07/04

Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwalkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Chief Meteorologist Recruitment Source That Referred the Hiree: TVJobs.com
 Date Vacancy Opened: 02/12/04 Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Filled: 06/07/04

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ mchmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	1	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFF-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Chief Meteorologist

Recruitment Source That
Referred the Hiree:

TVJobs.com

Date Vacancy Opened: 02/12/04

Referred the Hiree:

Total Number of Persons
Interviewed for the

Date Vacancy Filled: 06/07/04

Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVO-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
OTHER (Magid Consultant)				1	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer Recruitment Source That Referred the Hiree: WLNS Internal Posting
 Date Vacancy Opened: 05/24/04 Total Number of Persons Interviewed for the Vacancy: 1
 Date Vacancy Filled: 06/15/04

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org (888) 297-9806	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwatkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

News Producer

Recruitment Source That
Referred the Hire:

WLNS Internal Posting

Date Vacancy Opened:

05/24/04

Total Number of Persons
Interviewed for the

1

Date Vacancy Filled:

06/15/04

Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P. O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P. O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

Recruitment Source That Referred the Hire:**Referred the Hiree:****Total Number of Persons**

**Total Number of Persons
Interviewed for the
Vacancy:**

12

Recruitment Sources Used to Fill Vacancy:

[illegible]

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer: Creative Services

Recruitment Source That Referred the Hiree:

CMU Job Fair

Date Vacancy Opened: 05/14/04

Total Number of Persons Interviewed for the

Date Vacancy Filled: 06/23/04

Vacancy:

12

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	5	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwatkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	1	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer: Creative Services

Recruitment Source That
Referred the Hiree:

CMU Job Fair

Date Vacancy Opened: 05/14/04

Total Number of Persons
Interviewed for the

Date Vacancy Filled: 06/23/04

Vacancy:

12

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	2	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KMQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer: Creative Services

Recruitment Source That

Referred the Hiree:

CMU Job Fair

Date Vacancy Opened: 05/14/04

Total Number of Persons

Interviewed for the

Vacancy:

12

Date Vacancy Filled: 06/23/04

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
Other (CMU Job Fair)				2	No
Other (Walk-In)				2	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer Recruitment Source That Referred the Hiree: MAB Web Posting
 Date Vacancy Opened: 05/24/04 Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Filled: 07/06/04

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwatkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Videographer

Recruitment Source That

Referred the Hiree:

MAB Web Posting

Date Vacancy Opened:

05/24/04

Date Vacancy Filled:

07/06/04

Total Number of Persons

Interviewed for the

Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWAC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer Recruitment Source That Referred the Hire: MAB Web Posting
 Date Vacancy Opened: 05/24/04 Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Filled: 07/06/04

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 via Fax (615) 244-2117 Post	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
Other (Walk-in)				1	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Account Executive	Recruitment Source That Referred the Hiree:	WLNS Website Posting
Date Vacancy Opened:	12/04/03	Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	07/23/04		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 12/04/03

Date Vacancy Filled: 07/23/04

Recruitment Source That
Referred the Hiree:

WLN's Website Posting

Total Number of Persons
Interviewed for the
Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

FULL-TIME VACANCY EEO INFORMATION

Recruitment Source That Referred the Hire:

WLNS Website Posting

Total Number of Persons

**Interviewed for the
Vacancy:**

5

Recruitment Sources Used to Fill Vacancy:[illegible]

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Recruitment Source That

Referred the Hiree:

WLNS Station ReferralDate Vacancy Opened: 09/15/04

Total Number of Persons

Interviewed for the

Vacancy:

3Date Vacancy Filled: 10/25/04

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwatkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Reporter

Recruitment Source That

Referred the Hiree:

WLNS Station Referral

Date Vacancy Opened:

09/15/04

Total Number of Persons

Interviewed for the

3

Date Vacancy Filled:

10/25/04

Vacancy:

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nashba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

WLNS Station Referral**Total Number of Persons**

Vacancy:

3

[illegible]

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree:

WLNS Website Posting

Date Vacancy Opened: 12/04/03

Date Vacancy Filled: 11/08/04

Total Number of Persons Interviewed for the Vacancy:

6

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	4	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 12/04/03

Date Vacancy Filled: 11/08/04

Recruitment Source That Referred the Hire: WLNS Website Posting

Total Number of Persons Interviewed for the Vacancy: 6

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No

Other - Magid Consultant Referral

**Interviewed for the
Vacancy:**

11

[illegible]

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning Anchor/Reporter

Recruitment Source That
Referred the Hiree:

WLNS Website Posting

Date Vacancy Opened: 08/03/04 and reposted 11/11/04

Date Vacancy Filled: 12/27/04

Total Number of Persons
Interviewed for the
Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Surat	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwtalkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning Anchor/Reporter

Recruitment Source That Referred the Hiree:

WLNS Website Posting

Date Vacancy Opened: 08/03/04 and reposted 11/11/04

Date Vacancy Filled: 12/27/04

Total Number of Persons
Interviewed for the
Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning Anchor/Reporter

Recruitment Source That
Referred the Hiree:

WLNS Website Posting

Date Vacancy Opened: 08/03/04 and reposted 11/11/04

Date Vacancy Filled: 12/27/04

Total Number of Persons
Interviewed for the
Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
Other - Walk-In				2	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Research/Sales Promotion Coordinator</u>	Recruitment Source That	<u>WLNS Current Employee</u>
Date Vacancy Opened:	<u>Unposted due to Newly Created Position</u>	Referred the Hiree:	
Date Vacancy Filled:	<u>01/10/05</u>	Total Number of Persons	
		Interviewed for the	
		Vacancy:	<u>1</u>

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdale Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwtatkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Research/Sales Promotion Coordinator

Date Vacancy Opened: Unposted due to Newly Created Position

Date Vacancy Filled: 01/01/05

Recruitment Source That
Referred the Hire: WLNS Current Employee

Total Number of Persons
Interviewed for the
Vacancy: 1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
MediaLine	web address: mediaLine.com	Job Bank Postings	(800) 237-8073 Post @ mediaLine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Research/Sales Promotion Coordinator

Recruitment Source That

Referred the Hire:

WLNS Current Employee

Date Vacancy Opened:

Unposted due to Newly Created Position

Total Number of Persons

Date Vacancy Filled:

01/01/05

Interviewed for the

Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
Other					

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 12/04/03

Date Vacancy Filled: 01/03/05

Recruitment Source That
Referred the Hiree:

Total Number of Persons
Interviewed for the
Vacancy:

WLNS Website Posting

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree:

WLNS Website PostingDate Vacancy Opened: 12/04/03

Total Number of Persons Interviewed for the

Date Vacancy Filled: 01/03/05

Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 12/04/03

Date Vacancy Filled: 01/03/05

Recruitment Source That Referred the Hire:

WLNS Website Posting

Total Number of Persons Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Other (Call-In)				1	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Technical Director/Chyron Operator

Recruitment Source That Referred the Hiree:

WLNS Internal Posting

Date Vacancy Opened: 12/15/04

Total Number of Persons

Date Vacancy Filled: 01/16/05

Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwalkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Technical Director/Chyron Operator

Recruitment Source That

Referred the Hire:

WLNS Internal Posting

Date Vacancy Opened: 12/15/04

Date Vacancy Filled: 01/16/05

Total Number of Persons

Interviewed for the

Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michamb.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	1	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

FULL-TIME VACANCY EEO INFORMATION

Recruitment Source That Referred the Hire:

WLNS Internal Posting

Total Number of Persons

Vacancy:

ω

Recruitment Sources Used to Fill Vacancy:

[illegible]

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Account Executive	Recruitment Source That Referred the Hiree:	WLNS Internal Posting
Date Vacancy Opened:	12/04/03	Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Filled:	01/16/05		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hire:

WLNS Internal Posting

Date Vacancy Opened: 12/04/03

Date Vacancy Filled: 01/16/05

Total Number of Persons Interviewed for the Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Muftreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVQ-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	<u>Account Executive</u>	Recruitment Source That Referred the Hiree:	<u>WLNS Internal Posting</u>
Date Vacancy Opened:	<u>12/04/03</u>	Total Number of Persons Interviewed for the Vacancy:	<u>1</u>
Date Vacancy Filled:	<u>01/16/05</u>		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Other				0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Recruitment Source That Referred the Hiree:

WLNS Internal Posting

Date Vacancy Opened: 01/25/05

Date Vacancy Filled: 02/01/05

Total Number of Persons
Interviewed for the
Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Surat	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwatkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant Recruitment Source That Referred the Hiree: WLNS Internal Posting
 Date Vacancy Opened: 01/25/05 Total Number of Persons Interviewed for the Vacancy: _____
 Date Vacancy Filled: 02/01/05 _____

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peurseem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Sales Assistant	Recruitment Source That Referred the Hiree:	WLNS Internal Posting
Date Vacancy Opened:	01/25/05	Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Filled:	02/01/05		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVO-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
Other					

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Traffic Assistant

Recruitment Source That
Referred the Hire:

WLNS Internal Posting

Date Vacancy Opened: 01/28/05

Date Vacancy Filled: 02/14/05

Total Number of Persons
Interviewed for the
Vacancy:

6

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org (248) 737-5325	0	No
Women in Communications	P. O. Box 1288 Royal Oak, MI 48068	Marcia Danner	email: pwalkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P. O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P. O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	1	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	2	No
NAACP - Jackson County Branch	P. O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Traffic AssistantDate Vacancy Opened: 01/28/05Date Vacancy Filled: 02/14/05Recruitment Source That
Referred the Hire: WLNS Internal PostingTotal Number of Persons
Interviewed for the
Vacancy: 6

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ mchmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Traffic Assistant

Date Vacancy Opened: 01/28/05

Date Vacancy Filled: 02/14/05

Recruitment Source That
Referred the Hiree:

WLNS Internal Posting

Total Number of Persons
Interviewed for the
Vacancy:

6

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVO-TV	1917 North Meridian Road Rockford, IL 61101	Trista Triesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
Other				0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:	Reporter	Recruitment Source That Referred the Hiree:	WLNS Internal Posting; Call-In; WLNS Website
Date Vacancy Opened:	01/20/05	Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	03/06/05; 03/28/05; 03/28/05		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
National Press Photographers Association	3200 Croasdalle Dr., Suite 306 Durham, NC 27705	Billy Surat	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: pwalkins@morpace.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 48201	Ken Garrison	(517) 841-5627	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: _____ Reporter: _____ Recruitment Source That
 Date Vacancy Opened: 01/20/05 Referred the Hiree: _____ WLNS Internal Posting: Call-In: WLNS Website
 Date Vacancy Filled: 03/06/05; 03/28/05; 03/28/05 Total Number of Persons
 Interviewed for the
 Vacancy: 5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Reporter

Date Vacancy Opened:

01/20/05

Date Vacancy Filled:

03/06/05; 03/28/05; 03/28/05

Recruitment Source That

Referred the Hiree:

WLNS Internal Posting; Call-In; WLNS Website

Total Number of Persons

Interviewed for the

Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVO-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
Other (Call-In)				1	

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#5 Internship Program	Summer Term News Interns	From May 2004 - August 2004 the News Department hosted nine (9) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Summer Term Production Interns	From May 2004 - August 2004 the Production Department hosted four (4) interns from Michigan State University. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#14 Management Training	Management Training - Sexual Harassment	On June 22, 2004, the stations management staff attended a management level training seminar conducted by the station's legal counsel designed to help recognize, avoid, and deal with sexual harassment claims.
#5 Internship Program	Fall Term Production Interns	From August 2004 - December 2004 the Production Department hosted four (4) interns from Michigan State University. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Fall Term News Interns	From September 2004 - December 2004 the News Department hosted seven (7) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#4 Participation in Conventions/ Career Days	MSU - Communication Arts & Science Meet Your College	On August 27, 2004, WLNS participated in the Michigan State University Communication Arts & Science Meet Your College Career Fair. The event gave students the opportunity to talk with new professionals about the skills they need to develop as they begin taking classes and preparing for future careers in the communications and journalism industry.
#4 Participation in Conventions/ Career Days	Michigan Association of Broadcasters (MAB) Career Fair - Flint, MI	On September 29, 2004, WLNS participated in the MAB Career Fair in Flint, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements.
#4 Participation in Conventions/ Career Days	Michigan Association of Broadcasters (MAB) Career Fair - Grand Rapids, MI	On October 1, 2004, WLNS participated in the MAB Career Fair in Grand Rapids, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements.
#10 Events by Educational Institutions	MSU - Journalism Class	On November 5, 2004, WLNS sent a member of our News staff to speak to a Journalism class at Michigan State University. She covered the career opportunities available in the television newsroom. Students were able to ask questions about the opportunities available.
#10 Events by Educational Institutions	Holt High School	On December 9, 2004, Emily Wagner spoke to the 9th grade class at Holt High School about the career opportunities available in the television newsroom and about how the live broadcasts are put together. Students then had the opportunity to ask questions.

ATTACHMENT "B"

MENU OPTION ACTIVITIES

Station WLNS has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#10 Events by Educational Institutions	Charlotte High School	On January 4, 2005, Emily Wagner spoke to the 9th grade class at Charlotte High School about the career opportunities available in the television newsroom. The students then had the opportunity to ask questions.
#5 Internship Program	Winter Term News Internships	From January 2005 - May 2005 the News Department hosted six (6) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Spring Term Production Interns	From January 2005 - May 2005 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#3 Co-sponsoring Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Lansing, MI	On March 8, 2005, WLNS participated in the MAB Career Fair in Lansing, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals".
#1 Participation in Job Fair	Central Michigan University BCA Career Fair	On March 20, 2005, WLNS participated in the CMU-Broadcast & Cinematic Arts Career Fair. The fair was open to all students in Mid-Michigan, but the emphasis was focused on Broadcast & Cinematic Arts majors.
#16 Other Activities	Job Shadow	On April 28, 2005, WLNS hosted two students from Fowlerville Middle School for Job Shadowing. They observed the news operation, including shooting, editing, and production.
#16 Other Activities	Job Shadow	On April 28, 2005, WLNS hosted two students from Dansville High School for Job Shadowing. They observed the news operation, including going out with reporters, and watching the newscast.
#1 Participation in Job Fair	NABEF Career Fair	On April 20, 2005, Young Broadcasting participated in the NABEF Career Fair. The event was held as part of the NAB Convention and is a way for broadcasters to meet hundreds of job seekers. The one day event allows student and entry level job seekers as well as professionals to meet with potential employers. The event also included a seminar on "Survival and Success in the Broadcast Industry".

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for

ATTACHMENT "B"
MENU OPTION ACTIVITIES

Station WLNS has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
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broadcast employment and/or other career development assistance pertinent to broadcasting;

14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.